

Assuring Access to People with Disabilities in the Work Force Center Environment



Demographics of Disability

☛ 2000 Census – 53 million Americans

- 1 in 5 individuals has a disability

☛ 2010 Projected Census

- 1 in 4 individuals has a disability

Aging is a disability – baby boomer generation reaches 55 plus



What limitations do People with Disabilities Have?

- ☛ 16% of people with disabilities use mobility devices (crutches, canes, wheelchairs, etc.)
 - Face greatest # of physical barriers in community
- ☛ 49% of people with disabilities have either vision or hearing impairment
- ☛ 33% of people with disabilities have major medical condition (diabetes, heart disease, HIV, etc.)
- ☛ Majority of disability is “invisible”

What regulations apply?

- ☞ Rehabilitation Act of 1973, Section 504
- ☞ Americans with Disabilities Act of 1990
 - ADA Amendments Act of 2008 (January 1, 2009)
 - Revisions to Title II Regulations (March 15, 2011)
- ☞ Section 188 of WIA Regulations

What are the issues?

☞ Physical Accessibility

- Parking
- Restrooms, etc.

☞ Programmatic Accessibility


- Modification of policy and procedure



Information Technology Accessibility

- Web sites and computer access

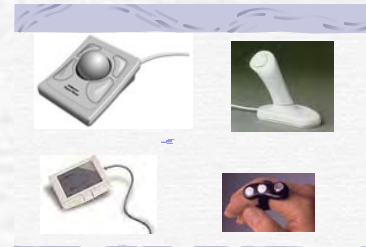
Communication Technology

- TTY, Captioning, etc.
 - Interpreters, Readers, etc.
 - Braille, Audio tape, etc.
- 

Access to the Programs and Services

Modification of Policy and Procedure

- Testing modifications
- Environmental/location modifications
 - Quiet areas, lighting, etc.
- Service Animals, Powered Mobility Devices, etc.



Use of assistive technology to provide equal access

- Computer, Telephone, Video, etc.



	Reasonable Accommodation	Reasonable Modification
Section 504	Employment context	Program context
ADA	Employment context	Program context
WIA	BOTH	

Communication Access

Auxiliary Aids and Services

- Qualified Interpreters
- Qualified Readers
- TTY's, Video Relay or other Services
- Assistive Listening Devices
- Real-Time Captioning Services
- Alternative Formats
 - Large Print
 - Braille
 - Electronic
 - Audio



Electronic Information Access

- General Information regarding WIA system
- Community Information/Resources
 - Kiosks, etc.
- On-Line Career Services
 - Job Banks, etc.
- On-line training opportunities
- Career development programs
 - Resume preparation, etc.

Web Based Information Access

- World Wide Web Consortium (W3C)
Accessibility Guidelines
 - Creating Web based images and information that is accessible to individuals using screen readers and other adaptive equipment
 - www.w3.org



Getting in the Door

Facilities covered include those which have been:

- Newly constructed
- Expanded or Altered
- Leased, rented or otherwise obtained in whole or in part with federal financial assistance provided under WIA

Access to the Facility

- Accessible route from public transportation
- Parking
- Entrances

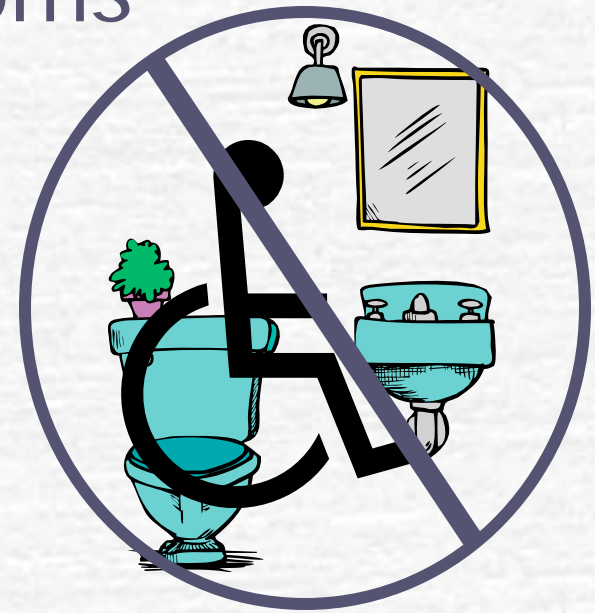
Access within the Facility

- Elevators
- Hallways and Doorways
- Signage



Access to the Restrooms

- Stalls
- Sinks
- Others....





Access to the ancillary services


- Telephones
- Water fountains
- Vending Machines
- Information Kiosks
- Computer Stations



Best Practices

- ✔ Inclusion of people with disabilities on local workforce boards
- ✔ Provision of disability awareness for all staff (on-going)
- ✔ Establish relationships with local independent living centers and disability related organizations (e.g. Assistive Technology Centers, etc.)

- 
- Identify barriers and establish plan for removing them with timelines and alternatives identified
 - Identify local resources for:
 - Sign Language Interpreters
 - Braille or other alternative formats
 - Loan or purchase of assistive technology
- 

- 
- Policy and agreements in place regarding “who will pay” for necessary accommodations
 - Outreach to local groups and organizations to assist with recruitment of people with disabilities into programs and services

Enforcement of WIA 188

**Civil Rights Center
(CRC)**

(800) 326-2577 (TTY/TDD)



Still Have Questions?

Contact us at

By telephone

800-949-4232 (v/tty)

By fax

312-413-1856

By e-mail

GLDBTAC@uic.edu

By internet

www.adagreatlakes.org



More Resources

Equal Employment Opportunity Commission

- 800-669-4000
- www.eeoc.gov

Great Lakes ADA Center

- 800-949-4232
- www.adagreatlakes.org



Job Accommodation Network (JAN):

- 800-526-7234

- <http://askjan.org>

Office of Disability Employment Policy:

- 202-376-6200

- <http://www.dol.gov/dol/odep/>





☛ DOL/ETA Disability Resource Page

● <http://www.doleta.gov/disability/>

☛ On-Line Self-Paced Tutorial: At Your Service: Welcoming Customers with Disabilities

● <http://www.wiawebcourse.org/>

